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**NATIONAL
GUARD
BUREAU
MANPOWER
REPORT.**

First Term Guardsmen Retention Study.

11 NOVEMBER 1976

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DEPARTMENTS OF THE ARMY AND THE AIR FORCE
NATIONAL GUARD BUREAU
WASHINGTON, D.C. 20310

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REPORT DIGEST

BACKGROUND AND PURPOSE

The National Guard Bureau is interested in learning why members of the National Guard who are nearing the termination of their enlistment chose not to continue their service. The purpose of this study is to provide information on the percent of extensions and the reasons for extending or not extending. Specifically the objectives are:

- Determine reasons for extending or leaving
- Determine important changes that would increase retention.
- Determine the effects of career counseling
- Determine the effect of a 3 year extension.

The National Guard will use this information to help them develop ways to increase the current rate of extensions of enlistment among first term National Guardsmen.

RESEARCH PROCEDURE

A list of 1275 Army Guard members whose Expiration Term of Service (ETS) and expiration of military obligation was in November, 1976 was provided by the National Guard Bureau. From this list, 450 men were randomly selected and contacted by telephone. The sample was spread across forty-eight states. The rate of refusal was less than 1%.

The men were qualified as to being current or recent members of the National Guard and asked a series of questions about their intentions to extend and reasons for extending or not extending.

The interviews were conducted from CRI's central WATS telephone facility in Minneapolis in November, 1976. The exact timing of the project was as follows:

CRI received lists of names: 5 November, 1976
Interviewing begun: 8 November, 1976
Interviewing completed: 18 November, 1976
Final report available: 30 December, 1976

MAJOR FINDINGS

1. The current pay system is looked upon as a major incentive for continuing to serve.

A majority of the men (57%) give pay as a major reason for extending. It would appear from this that the current pay system is adequate.

Almost half (45%) mention training as a reason for extending. Specifically, they like the jobs they are doing in the National Guard. Greater efforts to satisfying jobs for the men may have an effect on extension.

(Reference: Computer Table Printout #013)

2. There is no one factor which is driving men out of the National Guard. However, improved training would be an effective means of encouraging men to extend.

Flexibility and more meaningful work are the keys to improved training. Flexibility in choice of duty time, shorter hours, fewer weekends and overnights, flexibility in choice of location and MOS are some of the improvements which could be made.

Improved pay might also help to encourage some of the men to extend. This should take the form of more pay rather than cash bonuses.

IMPROVED TRAINING	41%
IMPROVED PAY	28%
MORE PAY	(18%)
CASH BONUS	(8%)
BOTH	(2%)

(Reference: Computer Table Printout #011)

3. There is a segment of Guardsmen who cannot be kept because of conflict, interruptions or interference with their civilian life-style.

52% of the men say there is nothing that could be done to keep them in the National Guard.

(Reference: Computer Table Printout #011)

4. Training is the major area for improvement.

41% of the men say the one change which would most improve the National Guard is training. Examples cited are:

More community involvement	12%
Better utilization of time	10%
Flexibility in choice of duty time/annual training/weekends	7%

18% say better discipline or leadership is needed.

Less rigid rules/dress codes/ haircuts	6%
Better relations between officers and enlisted men	6%
Better trained officers	4%

(Reference: Computer Table Printout #016)

5. While a good effort was made to counsel those men who ultimately decided not to extend, there is still an opportunity to improve this means of increasing extension.

77% of those who did not extend said they were asked to extend --
86% of these in the past three months.

Overall, 75% of the men (both extenders and non extenders) were counseled. This leaves one fourth of the men who were not counseled at all.

(Reference: Computer Table Printout #007 and #008)

6. The extension rate is low.

Overall, 23% of the men have extended their enlistment and 3% plan to extend. A higher percentage (46%) of men in Grade Levels E6 - E9 have or plan to extend.

(Reference: Computer Table Printouts #005 and #006)

7. While a minimum extension of three years should not be "forced" on all men, it can be "sold" to many.

54% of those men who have or plan to extend for less than three years would not extend if the minimum extension were three years. However, the other 46% would accept a three year extension. It would appear that counseling could convince these men to extend for three years.

(Reference: Computer Table Printouts #014 and #015)

DETAILED FINDINGS

I. EVALUATIONS

Only one-fourth of 1st term guardsmen will extend their enlistment in the Army National Guard.

26% of the men say they have or plan to extend their enlistment. The percentage of men with grade levels E6 - E9 who plan to extend is much higher. 46% of these men have or plan to extend.

Continued service is lowest among grade levels E1 - E3. Only 3% have or plan to extend.

EXHIBIT A

EXTENSION OF SERVICE

	<u>TOTAL</u>	<u>NON TECHNICIAN</u>	<u>GRADES</u>		
			<u>E1- E3</u>	<u>E4- E5</u>	<u>E6- E9</u>
Has recently extended	23%]	20%]	3%	22%	46%
Plans to extended	3]	3]	-	4	-
Will not extended	69	72	82	68	51
Don't know/refused	5	5	15	6	3
TOTAL	100%	100%	100%	100%	100%
(BASE)	(451)	(430)	(33)	(381)	(37)

The majority of men extend for one year.

74% of the men extend for one year.

The West Coast seems to get longer extension with 50% extending for longer than one year compared to 16% in the North-east, 22% in the North Central and 24% in the South.

EXHIBIT B

LENGTH OF EXTENTION

	<u>TOTAL</u>	
1 YEAR	(74%)	
13 MONTHS - 2 YEARS	18] 26%
25 MONTHS - 3 YEARS	5	
37 MONTHS - 4 YEARS	2	
49 MONTHS - 5 YEARS	-	
61 MONTHS - 6 YEARS	-	
OVER 6 YEARS	1	
	<hr/>	
TOTAL	100%	
(BASE)	(117)	

A good effort was made to counsel those men who ultimately decided not to extend. However, 23% were never counseled.

While three-fourths of the men were counseled to extend, there is still an opportunity for the National Guard to improve the effort of counseling. Overall, 25% of the men said they had never been counseled to extend.

EXHIBIT C
BEEN COUNSELED OR ASKED TO EXTEND

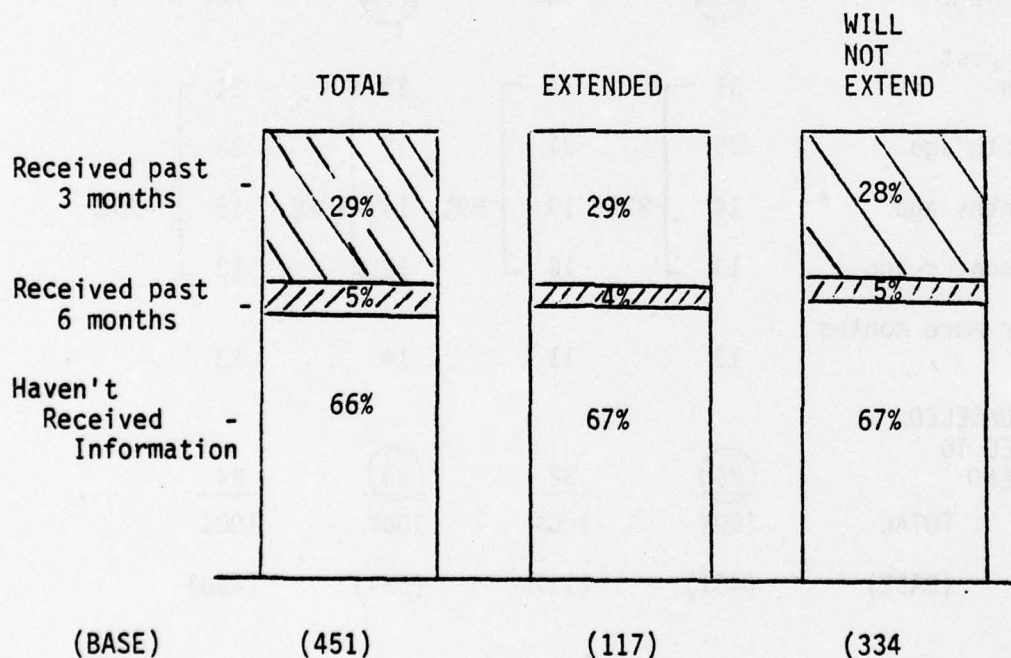
	TOTAL	EXTENDED	WILL NOT EXTEND	NON TECH- NICIAN
COUNSELED/ASKED TO EXTEND	(75%)	68%	(77%)	76%
Within past month	31	23	33	31
One month ago	29	31	28	28
Two months ago	14	19	13	15
Three months ago	13	16	12	13
Four or more months ago	13	11	14	13
NOT COUNSELED/ ASKED TO EXTEND	(25)	32	(23)	24
TOTAL	100%	100%	100%	100%
(BASE)	(451)	(117)	(334)	(430)

The majority of men received no information in the mail concerning extension.

66% of the men said they never received information in the mail concerning extension of service. It appears an opportunity may also exist here to increase the effectiveness of counseling by mail by trying to reach more men.

EXHIBIT D

RECEIVED INFORMATION IN MAIL CONCERNING EXTENSION

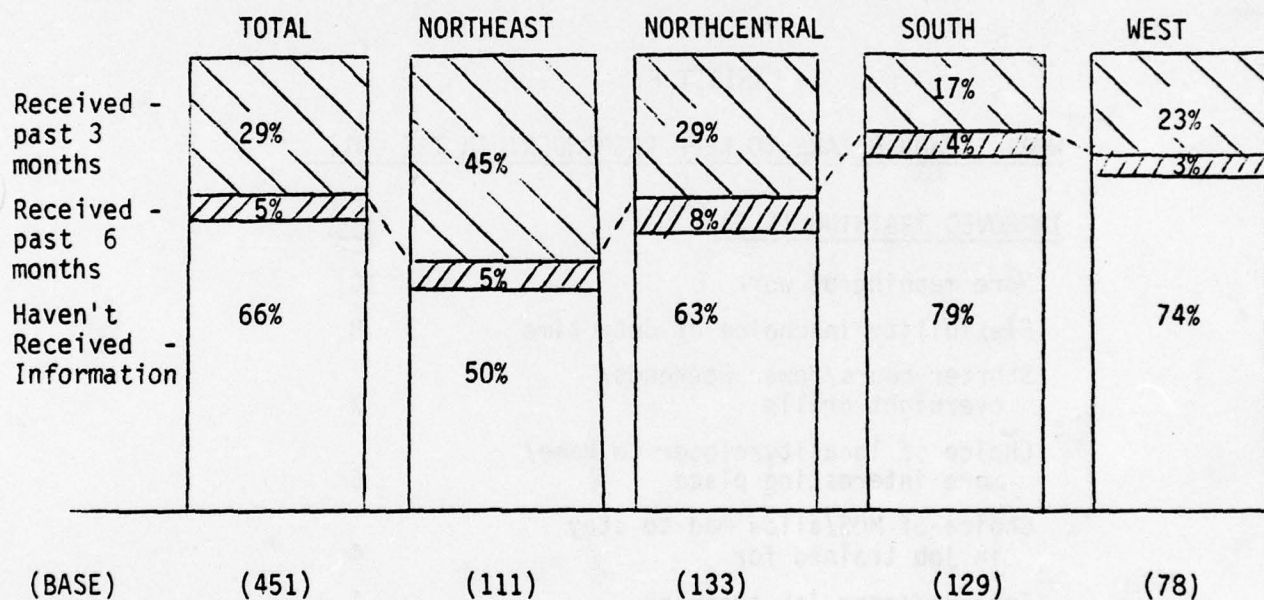


More men in the Northeast received information in the mail than in any other region.

50% of the men in the Northeast received information in the mail concerning extension. This compares to 37% in the Northcentral, 21% in the South and 26% in the West.

EXHIBIT E

RECEIVED INFORMATION IN MAIL CONCERNING EXTENTION



For half of the men, there is nothing that could be done that would keep them in the unit.

52% of the men say the Guard interferes with their job or family life and it takes too much of their time.

Among the 162 men who mention something which might encourage them to extend, training is the most important.

41% mention improved training such as more meaningful work, flexibility in choice of duty time, shorter hours, fewer weekends or overnights, and choice of locality.

More pay or reenlistment bonuses might convince 28% of the men to reenlist. More pay would be more effective than a cash bonus.

EXHIBIT F

WHAT IT WOULD TAKE TO KEEP RESPONDENT IN THE UNIT

IMPROVED TRAINING (NET)

(41%)

More meaningful work	10
Flexibility in choice of duty time	8
Shorter hours/fewer weekends/ overnight drills	7
Choice of locality/closer to home/ more interesting place	6
Choice of MOS/allow man to stay in job trained for	4
Improved/more job training	4
More community/civic involvement	4

IMPROVED PAY (NET)

(28%)

More pay only	(18)
Cash bonus only	8
Both	2

PROMOTION (NET)

(20%)

Increased opportunities for promotion/fairer, faster advancement	20
--	----

EXHIBIT F Continued

<u>IMPROVED BENEFITS (NET)</u>	<u>19%</u>
Better benefit program/earlier retirement/health insurance/education benefits	19
Better benefit program for dependents/health/dental care	1
<u>DISCIPLINE/LEADERSHIP (NET)</u>	<u>10%</u>
Less rigid rules and regulations	5
Higher quality officers/better treatment by leaders	5
<u>IMPROVED FACILITIES (NET)</u>	<u>1%</u>
OTHER MISCELLANEOUS	20%
DON'T KNOW	4%

MULTIPLE RESPONSE

(BASE = 162)

Overall, the major reason for extending is pay.

57% of the men mention the good pay or need of money as one of the reasons they extended. 45% mention training (good job, like specific job) and 38% say they like the new people they meet.

EXHIBIT G

REASONS FOR DECIDING TO EXTEND ENLISTMENT

	<u>TOTAL</u>
<u>PAY (NET)</u>	<u>(57%)</u>
Pay is good/need money/ extra money	57
<u>TRAINING (NET)</u>	<u>(45)</u>
Good job/fulltime job/ like it	17
Like specific job	10
Federal govt. requirement to keep my fulltime job	4
Like summer camp	3
Like to be outdoors	3
What learn here will help in civilian life	3
Like being involved in emergencies	3
Worthwhile organization for our defense system	2
Enjoy interesting experience	2
Service to my community	2
<u>LEADERSHIP (NET)</u>	<u>18</u>
Chance to improve myself/be better leader/learn new jobs/sense of responsibility/feeling of accomplishment	<u>(18)</u>
<u>BENEFITS (NET)</u>	<u>12</u>
Retirement benefits	9
Better benefit program/health/ accident insurance	3

EXHIBIT G CONT'D.

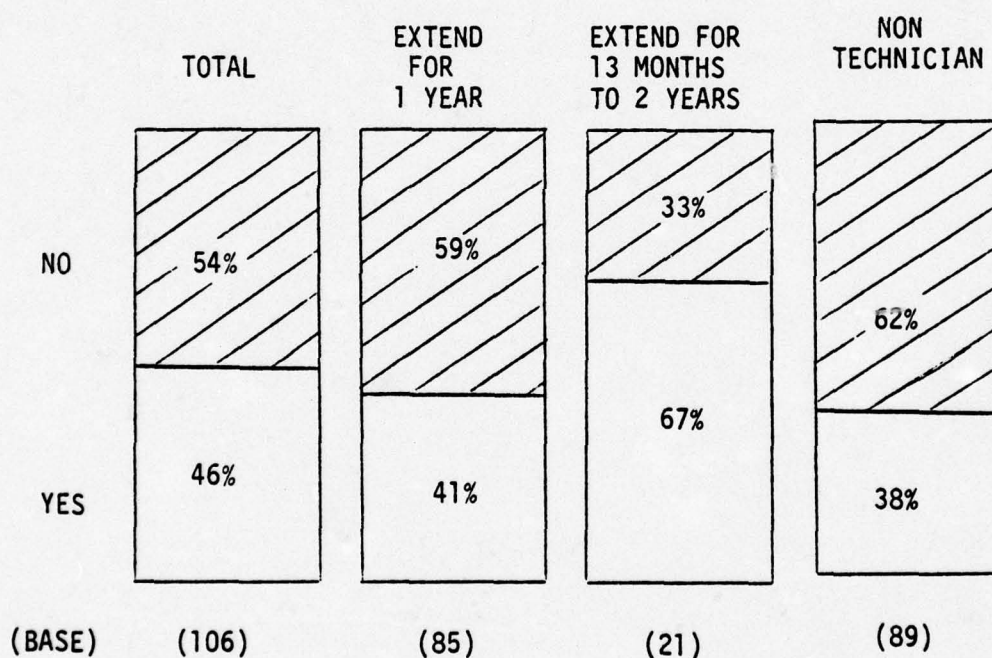
	<u>TOTAL</u>
<u>MISCELLANEOUS</u>	
Enjoyed/like/meet new people	(38)
Like to get away from home/get away from routine of civilian job	3
Help my country	2
Other miscellaneous	14
MULTIPLE RESPONSE	
(BASE)	(117)

Approximately half of the respondents say they would not extend if the minimum extension were three years.

54% say they would not extend if the minimum extension were three years. This drops to 33% for those who had or were going to extend for thirteen months to two years.

EXHIBIT H

WOULD RESPONDENT EXTEND IF MINIMUM EXTENSION WAS 3 YEARS



The major reason respondents wouldn't extend if the minimum were three years is because they wouldn't want to commit themselves for such a long time.

65% of the men mention not wanting to commit themselves for such a long time as a reason for not extending for a three year minimum.
18% mentioned conflicts with their civilian job.

EXHIBIT I

REASONS WOULDN'T EXTEND IF MINIMUM EXTENSION WERE 3 YEARS

<u>TRAINING (NET)</u>	<u>90%</u>
Wouldn't want to commit myself for that length of time	65
Conflicts with civilian job	18
Interferes with private life	4
Would like Sundays off	4
Used to help community, now do nothing	2
Did it to complete my class/ work another job	2
<u>RECRUITMENT/RETENTION (NET)</u>	<u>5</u>
<u>PROMOTION (NET)</u>	<u>4</u>
<u>LEADERSHIP (NET)</u>	<u>4</u>
<u>IMPROVED BENEFITS (NET)</u>	<u>2</u>

MULTIPLE RESPONSE
(BASE = 57)

The two major areas for improvement are improved training and better leadership.

41% mention improved training as the most important change. Frequently mentioned changes under training were more community/civic projects (12%), better utilization of time (10%), and flexibility in choice of duty time and training times (7%).

18% mention changes related to discipline and leadership. Frequently mentioned were less rigid rules and haircut/dress codes (6%), and better communications between enlisted men and officers (6%).

8% would like to see better benefits, earlier retirement, better health insurance, or better education benefits.

There were no significant differences between those who had or were going to extend and those who would not.

EXHIBIT J

ONE CHANGE TO IMPROVE NATIONAL GUARD

<u>IMPROVED TRAINING (NET)</u>	(41%)
More community involvement/ participation in civic projects	(12)
Better utilization of time/ less waiting at drills	(10)
Flexibility in choice of duty time/summer camp training/ weekends	(7)
Better organization/coordination among units	4
Give men choice of MOS/allow them to stay in jobs trained for	3
Offer improved/more job training	3
Shorter hours/fewer weekends/ overnight drills	2
Better/more useful training programs	2
More emphasis on combat/overseas training	1
Choice of locality/close to home/ more interesting place	1

EXHIBIT J Continued

<u>DISCIPLINE/LEADERSHIP (NET)</u>	<u>18%</u>
Less rigid rules/regulations/ haircuts/dress code	6
Improve communications/better relations between enlisted men and officers	6
Better trained officers/leaders	4
More discipline/strictly military/ enforce haircuts/dress codes	1
Better/fairer/equal treatment of men	1
<u>IMPROVED BENEFITS (NET)</u>	<u>10%</u>
Better benefits/earlier retirement/ health ins/education benefits	8
More better PX benefits	2
Free state license/driving/hunting/ fishing	1
<u>PROMOTION (NET)</u>	<u>4%</u>
Increased opportunities for promotion/ fairer/faster	4
<u>RECRUITMENT/RETENTION (NET)</u>	<u>2%</u>
Permit shorter enlistment	2
<u>IMPROVED PAY (NET)</u>	<u>2%</u>
Better pay/reenlistment bonus/ cash incentives	2
<u>IMPROVED FACILITIES/EQUIPMENT (NET)</u>	<u>1%</u>
More/better equipment/weapons	1
MISCELLANEOUS	16%
NONE	10%
DON'T KNOW	7%

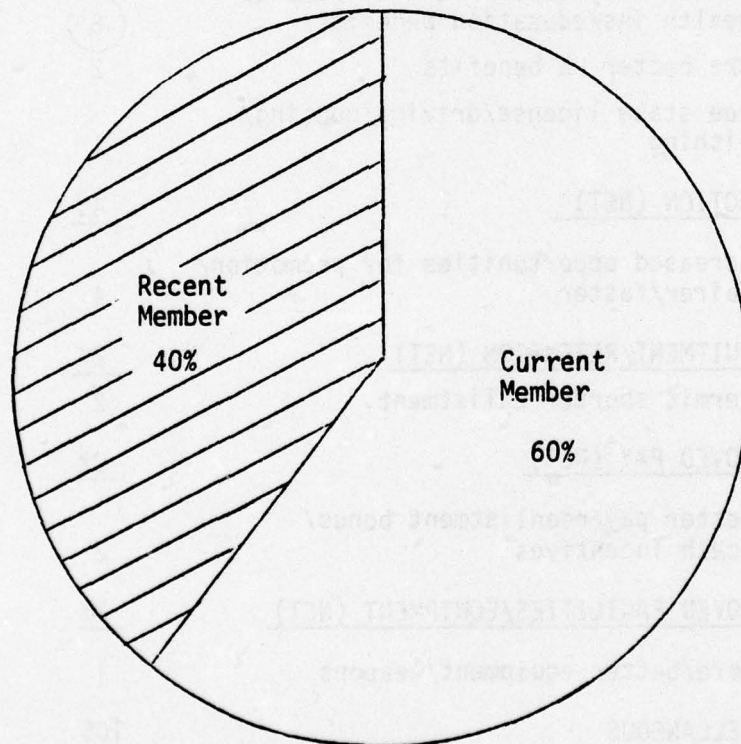
MULTIPLE RESPONSE

(BASE = 451)

II. DEMOGRAPHICS

EXHIBIT K

MEMBERSHIP STATUS



(Base = 451)

EXHIBIT L

EXPIRATION TERM OF SERVICE (ETS)

NOVEMBER, 1976 99%

OTHER 1

DECEMBER, 1976

FEBRUARY, 1977

NOVEMBER, 1977

NO ANSWER

TOTAL 100%

(BASE - 451)

EXHIBIT M

RANK

	<u>Rank</u>	<u>Pay Grade</u>
Staff sergeant (E6)	7%	8%
Specialist 6 (E6)	1	
Sergeant (E5)	19	41
Specialist 5 (E5)	(22)	
Specialist 4 (E4)	(44)	44
Private First Class (E3)	5	5
Private (E2)	2	2
	<hr/>	<hr/>
TOTAL	100%	100%

(BASE = 451)

EXHIBIT N

REGIONS *

Northeast	25%
South	29
North Central	29
West	17
<hr/>	
TOTAL	100%

(BASE = 451)

* States were grouped by standard census regions.

EXHIBIT 0

TECHNICIAN INDICATOR

Technician	5%
Not a technician	<u>95</u>
TOTAL	100%

(BASE = 451)

Those who plan not to extend are slightly more educated than those who plan to extend.

16% of those who don't plan to extend have a college degree compared to 6% of those who have or plan to extend.

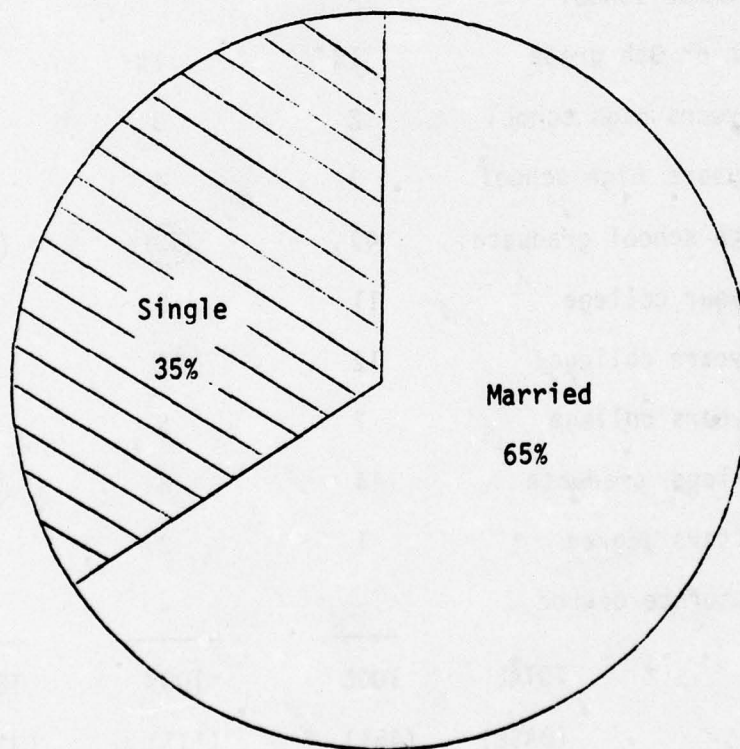
EXHIBIT P

EDUCATION

	<u>TOTAL</u>	<u>WILL/HAVE EXTENDED</u>	<u>WON'T EXTEND</u>
Grammar school	-		
8th or 9th grade	1%	1%	1%
2 years high school	2	3	2
3 years high school	3	4	2
High school graduate	49	(59)	(46)
1 year college	11	8	12
2 years college	12	12	12
3 years college	7	5	8
College graduate	14	6	(16)
Masters degree	1	2	1
Doctorate degree	-	-	-
TOTAL	100%	100%	100%
(BASE)	(451)	(117)	(334)

EXHIBIT Q

MARITAL STATUS

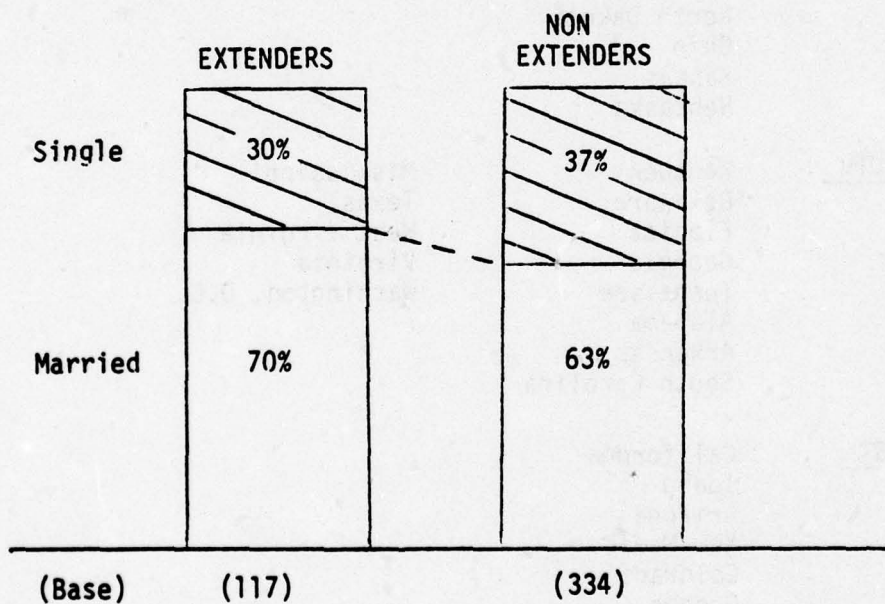


(Base = 451)

There is a slightly higher percentage of married men among those who have or plan to extend.

EXHIBIT R

MARITAL STATUS EXTENDERS VS. NONEXTENDERS



A. CENSUS REGIONS

I. NORTHEAST Connecticut
Massachusetts
New Hampshire
New Jersey
New York
Maine
Rhode Island
Vermont

II. NORTH CENTRAL Illinois
Indiana
Michigan
Minnesota
South Dakota
Iowa
Missouri
North Dakota
Ohio
Kansas
Nebraska

III. <u>SOUTH</u>	Kentucky	Mississippi
	Delaware	Texas
	Florida	West Virginia
	Georgia	Virginia
	Tennessee	Washington, D.C.
	Alabama	
	Arkansas	
	South Carolina	

IV. WEST California
Idaho
Arizona
New Mexico
Colorado
Oregon
Montana
Washington
Nevada

APPENDIX

116-10

**NATIONAL GUARD RETENTION SURVEY
TELEPHONE STUDY**

**PREPARED FOR
W.B. DONER & COMPANY ADVERTISING
DECEMBER 1976**

I. General Tables

Table 001	Currently in National Guard
Table 002	Recently a Member of National Guard
Table 003	ETS, Expiration of Term of Service, In November 1976
Table 004	Date of ETS
Table 005	Recently Re-enlisted or Extended Enlistment in National Guard
Table 006	Plan to Extend Enlistment Before or at Time of ETS
Table 007	Been Counseled or Asked to Extend Enlistment By Person in Unit
Table 008	When Counseled or Asked to Extend Enlistment
Table 009	Received any Information in Mail Concerning Re-enlistment in Past 3 Months
Table 010	Received any Information in Mail Concerning Re-enlistment in Past 6 months
Table 011	What would It Take To Keep Respondent in Unit
Table 012	Length of Time Re-enlisted/Plan to be Re-enlist
Table 013	Reasons for Deciding to Extend Enlistment
Table 014	Would Respondent Extend Enlistment if Minimum Extension was for 3 Years
Table 015	Why wouldn't Extend Enlistment
Table 016	One Change To Improve National Guard

II. Demographics

Table 017	Rank
Table 018	State
Table 019	Technician Indicator
Table 020	Education
Table 021	Marital Statue

III. Appendix **Questionnaire**

TABLE 002
RECENTLY A MEMBER OF NATIONAL GUARD
(BASE : NOT A CURRENT MEMBER)

	- WILL/HAVE EXTENDED -				*** GRADE - ***										R E G I O N -			
	1 YR	OR	12	13	OVER	NON-	E1-	E4-	E6-	E9	NORTH	EAST	CENT	SOUTH	WEST			
TOTAL	SAMP	TOTAL	MOS	MOS	24	TECH	TECH	TECH	TECH	TECH	TECH	TECH	TECH	TECH	TECH			
180	2	2	-	-	-	178	1	179	21	149	10	42	54	49	35			
100.0	100.0	100.0	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			
NO ANSWER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
YES	180	2	2	-	-	178	1	179	21	149	10	42	54	49	35			
	100.0	100.0	100.0	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			
NO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			

TABLE 003
ETS, EXPIRATION OF TERM OF SERVICE, IN NOVEMBER 1976

** WILL/HAVE EXTENDED **										*** GRADE - ***** REG J UN ***													
		1 YR		13 MOS		OR TO OVER		EX- TWO TEND-		NON- TECH		E1- E3		E4- F5		E6- NORTH		E9 EAST		CENT SOUTH		WEST	
		12	24	12	24	12	24	12	24	12	24	12	24	12	24	12	24	12	24	12	24	12	24
		MUS	MOS	MUS	MOS	MUS	MOS	MUS	MOS	MUS	MOS	MUS	MOS	MUS	MOS	MUS	MOS	MUS	MOS	MUS	MOS	MUS	MOS
TOTAL		451	117	85	21	9	334	21	430	33	341	37	111	133	124	78							
		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0							
NO ANSWER		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
YES		445	115	83	21	9	330	21	424	33	375	37	111	130	126	78							
		98.7	98.3	97.6	100.0	100.0	98.8	100.0	98.6	100.0	98.4	100.0	100.0	97.7	97.7	100.0							
NO		6	2	2	-	-	4	-	6	-	6	-	-	3	3	-							
		1.3	1.7	2.4	-	-	1.2	-	1.4	-	1.6	-	-	2.3	2.3	-							

TABLE 004
DATE OF EIS
(BASE : EIS IS NOT IN NOVEMBER 1976)

-- WILL/HAVE EXTENDED --										--- G R A D E ---										R E G I O N				*--					
		1 YR		13		WILL		NOT		E1-		E4-		E6-		E9		NORTH		CENT		SOUTH		WEST					
		OR		MOS		OVER		EX-		E3		E5		E7		E8		E10		E11		E12		E13					
		12		24		140		TEND-		TECH		TECH		TECH		TECH		TECH		TECH		TECH		TECH					
		MUS		MOS		YRS		DED		E1-		E4-		E6-		E9		NORTH		CENT		SOUTH		WEST					
		100.0		100.0		100.0		100.0		100.0		100.0		100.0		100.0		100.0		100.0		100.0		100.0					
		2		2		2		2		2		2		2		2		2		2		2		2					
		100.0		100.0		100.0		100.0		100.0		100.0		100.0		100.0		100.0		100.0		100.0		100.0					
		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7					
		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0					
		1		1		1		1		1		1		1		1		1		1		1		1					
		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7					
		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0					
		1		1		1		1		1		1		1		1		1		1		1		1					
		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7					
		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0					
		1		1		1		1		1		1		1		1		1		1		1		1					
		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7					
		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0					
		1		1		1		1		1		1		1		1		1		1		1		1					
		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7					
		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0					
		1		1		1		1		1		1		1		1		1		1		1		1					
		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7					
		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0					
		1		1		1		1		1		1		1		1		1		1		1		1					
		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7					
		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0					
		1		1		1		1		1		1		1		1		1		1		1		1					
		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7					
		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0					
		1		1		1		1		1		1		1		1		1		1		1		1					
		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7					
		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0					
		1		1		1		1		1		1		1		1		1		1		1		1					
		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7					
		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0					
		1		1		1		1		1		1		1		1		1		1		1		1					
		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7					
		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0					
		1		1		1		1		1		1		1		1		1		1		1		1					
		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7					
		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0					
		1		1		1		1		1		1		1		1		1		1		1		1					
		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7					
		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0					
		1		1		1		1		1		1		1		1		1		1		1		1					
		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7					
		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0					
		1		1		1		1		1		1		1		1		1		1		1		1					
		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7					
		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0					
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		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7					
		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0					
		1		1		1		1		1		1		1		1		1		1		1		1					
		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7					
		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0					
		1		1		1		1		1		1		1		1		1		1		1		1					
		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7					
		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0					
		1		1		1		1		1		1		1		1		1		1		1		1					
		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7					
		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0					
		1		1		1		1		1		1		1		1		1		1		1		1					
		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7					
		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0					
		1		1		1		1		1		1		1		1		1		1		1		1					
		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7					
		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0					
		1		1		1		1		1		1		1		1		1		1		1		1					
		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7					
		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0					
		1		1		1		1		1		1		1		1		1		1		1		1					
		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7					
		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0					
		1		1		1		1		1		1		1		1		1		1		1		1					
		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7		16.7					
		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0		50.0					
		1		1		1		1		1		1		1		1													

TABLE 000 (CONTINUED)

DATE OF ETS

(BASE : ETS IS NOT IN NOVEMBER 1976)

WILL NOT HAVE												
-- WILL/HAVE EXTENDED --												
13 MOS												
1 YR OR 12 MOS												
TO OVER TWO YRS												
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TABLE 007
REEN COUNSELLED OR ASKED TO EXTEND ENLISTMENT BY PERSON IN UNIT

WILL NOT /HAVE NOT										GRADE - ----- R E G I O N --- *										
13																				
1 YR OR 12 MOS																				
OVER TWO YRS																				
EX- TEND- MOS																				
DED																				
TECH																				
TECH																				
E1- E3																				
E4- E5																				
E6- E9																				
NORTH CENT SOUTH WEST																				
TOTAL																				
451	117	85	21	9	334	21	430	33	381	37	111	133	129	78						
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NO ANSWER																				

TABLE 004
WHEN COUNSELLED JR ASKED TO EXTEND ENLISTMENT
(BASE HAVE BEEN COUNSELLED TO EXTEND ENLISTMENT)

	WILL HAVE EXTENDED --				WILL NOT HAVE EXTENDED --				--- GRADE - --- REGION --- *									
	1 YR	2 YR	3 YR	4 YR	5 YR	6 YR	7 YR	8 YR	9 YR	10 YR	11 YR	12 YR	13 YR	14 YR	15 YR	16 YR	17 YR	18 YR
TOTAL	338	80	57	13	8	258	12	326	23	287	28	88	101	90	59			
SAMP TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			
NO ANSWER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
WITHIN PAST MONTH	104	18	14	2	1	86	3	101	7	87	10	26	34	26	18			
	30.6	22.5	24.6	15.4	12.5	33.3	25.0	31.0	30.4	30.3	35.7	29.5	33.7	28.9	30.5			
ONE MONTH AGO	96	24	20	3	1	72	4	92	6	84	6	20	31	27	18			
	26.4	30.0	35.1	23.1	12.5	27.9	33.3	28.2	26.1	29.3	21.4	22.7	30.7	30.0	30.5			
TWO MONTHS AGO	48	15	10	3	2	33	1	47	3	42	3	10	15	13	10			
	14.2	18.8	17.5	23.1	25.0	12.8	8.3	14.4	13.0	14.6	10.7	11.4	14.9	14.4	16.4			
THREE MONTHS AGO	45	13	8	2	2	32	2	43	4	39	2	12	13	13	7			
	13.3	16.2	14.0	15.4	25.0	12.4	16.7	13.2	17.4	13.6	7.1	13.6	12.9	14.4	11.9			
FOUR OR MORE MONTHS AGO	45	10	5	3	2	35	2	43	3	35	7	20	8	11	6			
	13.3	12.5	9.8	23.1	25.0	13.6	16.7	13.2	13.0	12.2	25.0	22.7	7.9	12.2	10.2			

TABLE 009
RECEIVED ANY INFORMATION IN MAIL CONCERNING RE-ENLISTMENT IN PAST 3 MONTHS

	WILL HAVE EXTENDED --				WILL NOT HAVE				----- R E G I O N -----									
	13				13													
TOTAL SAMP	TOTAL				TOTAL													
	1 YR	2 YR	3 YR	4 YR	1 YR	2 YR	3 YR	4 YR	NON-TECH	TECH	TECH	NON-TECH	E1-E3	E4-E5	E6-E9	NORTH CENT	SOUTH CENT	WEST
451	117	85	21	9	334	21	430	33	381	37	111	133	129	78	100.0	100.0	100.0	100.0
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NU ANSWER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
YES	129	34	28	4	1	95	5	124	6	114	9	50	39	22	18	28.6	29.1	32.9
NO	314	81	56	16	8	233	15	299	26	261	27	60	94	105	55	69.6	69.2	65.9
DONT KNOW/REFUSED	8	2	1	1	-	6	1	7	1	6	1	1	-	2	5	1.8	1.7	1.2
	1.8	1.7	1.2	4.8	-	1.8	4.8	1.6	3.0	1.6	2.7	0.9	-	1.6	6.4			

TABLE 011
WHAT WOULD IT TAKE TO KEEP RESPONDENT IN UNIT
(BASE HAVE NOT RE-ENLISTED AND DOESN'T PLAN TO)

	WILL -- WILL/HAVE EXTENDED -- 13				----- R E G I O N -----									
	1 YR OR 12 MOS	13 MOS	OVER TO 24 MOS	NOT EX- TEND- ED	NON- TECH	E1- E3	E4- E5	E6- E9	NORTH CENT	SOUTH WEST				
TOTAL SAMP TOTAL	-	-	-	-	334 100.0	32 100.0	282 100.0	20 100.0	80 100.0	106 100.0	88 100.0	60 100.0		
NO ANSWER	-	-	-	-	-	-	-	-	-	-	-	-		
IMPROVED PAY (NET)	-	-	-	-	45 13.5	6 10.0	37 13.1	2 10.0	11 13.7	19 17.9	8 9.1	7 11.7		
MORE PAY/REENLIST- MENT BONUS/OTHER CASH INCENTIVES	-	-	-	-	45 13.5	6 10.0	37 13.1	2 10.0	11 13.7	19 17.9	8 9.1	7 11.7		
IMPROVED BENEFITS (NET)	-	-	-	-	31 9.3	3 9.4	25 8.9	3 15.0	9 11.2	6 5.7	7 8.0	9 15.0		
BETTER BENEFIT PROGRAM/EARLIER RETIREMENT/HEALTH INS/EDUCATION BENEFITS	-	-	-	-	30 9.0	3 9.4	24 8.5	3 15.0	9 11.2	6 5.7	7 8.0	8 13.3		
BETTER BENEFIT PROGRAM FOR DEPEND- ENTS/HEALTH CARE/ DENTAL CARE	-	-	-	-	2 0.6	2 0.6	2 0.7	-	-	-	-	2 3.3		
IMPROVED FACILITIES/ EQUIPMENT (NET)	-	-	-	-	2 0.6	2 0.6	2 0.7	-	-	1 0.9	-	1 1.7		
BETTER LIVING FACILITIES/MESS HALL/BETTER OR MORE FOOD	-	-	-	-	1 0.3	1 0.3	1 0.4	-	-	1 0.9	-	-		

TABLE 011 (CONTINUED)
WHAT WOULD IT TAKE TO KEEP RESPONDENT IN UNIT
(BASE : HAVE NOT RE-ENLISTED AND DOESN'T PLAN TO)

	** WILL/HAVE EXTENDED **				WILL		----- R E G I O N -----															
	1 YR		13		/HAVE		NON-		E4-		E6-		E4		E6-		NORTH		SOUTH		WEST	
	MUS	OR	MUS	MOS	MUS	EX-	TECH	TECH	E3	E5	E5	E4	E4	E3	E5	E4	E3	E5	E4	E3	E5	
TOTAL																						
SAMP																						
TOTAL																						
MORE OR BETTER EQUIPMENT/MORE MU- DERN AIRCRAFT/NEA- PONS, ETC.	1 0.3	-	-	-	-	1 0.3	-	-	-	1 0.4	-	-	-	-	-	-	-	-	-	-	1 1.7	
IMPROVED TRAINING (NET)	67 20.1	-	-	-	-	67 20.1	-	-	67 20.1	55 19.5	6 30.0	11 13.7	26 24.5	19 21.6	11 18.3							
MORE MEANINGFUL WORK/LESS USELESS DETAILS/LESS WASTE OF TIME AND MONEY	17 5.1	-	-	-	-	17 5.1	-	-	17 5.1	12 4.3	3 15.0	4 5.0	3 2.8	5 5.7	5 8.3							
CHOICE OF LOCALITY /CLOSER TO HOME/ MORE INTERESTING PLACE	10 3.0	-	-	-	-	10 3.0	-	-	10 3.0	8 2.8	2 10.0	1 1.2	6 5.7	2 2.3	1 1.7							
BETTER TRAINING/ MORE TRAINING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
SHORTER HOURS/ FEWER WEEKENDS/ OVERNIGHT DRILLS	11 3.3	-	-	-	-	11 3.3	-	-	11 3.3	10 3.5	-	1 1.2	4 3.8	6 6.8	-							
CHOICE OF MUS/ ALLOW A MAN TO STAY IN JUR HE TRAINED FOR	7 2.1	-	-	-	-	7 2.1	-	-	7 2.1	6 2.1	-	1 1.2	3 2.8	2 2.3	1 1.7							
OFFER IMPROVED OR MORE JOB TRAINING	7 2.1	-	-	-	-	7 2.1	-	-	7 2.1	5 1.8	-	2 2.5	2 1.9	-	3 5.0							

TABLE 011 (CONTINUED)

	A-- WILL/HAVE EXTENDED --	WILL NOT HAVE	1 YR OR MORE TO 13 MOS	1 YR OR MORE TO 24 MOS	EX- TEND- ED	NON- TECH	E1- E3	E4- E5	E6- E9	NORTH EAST	NORTH CENT	SOUTH WEST	P E G I O N ---	
MJME COMMUNITY INVOLVEMENT/PARTI- CIPATION IN CIVIC FUNCTIONS OR PROJECTS	TOTAL SAMP TOTAL	7 2.1	-	-	7 2.1	TECH	7 2.1	1 3.1	5 1.8	1 5.0	1 1.2	1 0.9	2 2.3	3 5.0
FLEXIBILITY IN CHOICE OF DUTY TIME/SUMMER CAMP TRAINING, WFFRIENDS, ETC.	13 3.9	-	-	13 3.9	-	13 3.9	-	13 4.6	-	1 1.2	8 7.5	3 3.4	1 1.7	
PROMOTION (NET)	32 9.6	-	-	32 9.6	-	32 9.6	5 15.6	26 9.2	1 5.0	5 6.3	9 8.5	16 18.2	2 3.3	
INCREASED OPPOR- TUNITIES FOR PRO- MOTION/ADVANCEMENT FAIRER, FASTER	32 9.6	-	-	32 9.6	-	32 9.6	5 15.6	26 9.2	1 5.0	5 6.3	9 8.5	16 18.2	2 3.3	
DISCIPLINE/LEADER- SHIP(NET)	17 5.1	-	-	17 5.1	-	17 5.1	3 9.4	14 5.0	-	1 1.2	7 6.6	4 4.5	5 8.3	
LESS RIGID RULES AND REGULATIONS	8 2.4	-	-	8 2.4	-	8 2.4	1 3.1	7 2.5	-	-	3 2.8	2 2.3	3 5.0	
HIGHER QUALITY OFFICERS/BETTER TREATMENT BY THOSE IN POSITIONS OF LEADERSHIP	8 2.4	-	-	8 2.4	-	8 2.4	1 3.1	7 2.5	-	1 1.2	4 3.8	2 2.3	1 1.7	
BE MORE STRICTLY MILITARY/MORE DISCIPLINE (EN- FORCE MAIRCUI REGULATIONS, UPRESS CODE, ETC)	1 0.3	-	-	1 0.3	-	1 0.3	1 3.1	-	-	-	-	-	1 1.7	
ALL OTHER COMMENTS	33 9.9	-	-	33 9.9	-	33 9.9	1 3.1	27 9.6	5 25.0	15 18.8	5 4.7	7 8.0	8 10.0	

TABLE 011 (CONTINUED)
WHAT WOULD IT TAKE TO KEEP RESPONDENT IN UNIT
(BASE HAVE NOT RE-ENLISTED AND DOESN'T PLAN TO)

** WILL/HAVE EXTENDED --		WILL		*-- G R A D E - - - - - R E G I O N - - - *									
1 YR	OR	13	NOT /HAVE	NON-	E1-	E4-	E6-	E9	NORTH	EAST	CENT	SOUTH	WEST
MOS	MOS	MOS	NOT /HAVE	TECH	E3	E5	8	46	55	40	31		
12	24	24	EX-	TECH			16	148	50.0	52.5	40.0	57.5	51.9
40S	40S	40S	END-	DED			171	172	51.4	51.5	100.0	1	171
172	-	-	-	172	1	171	16	148	8	46	55	40	31
51.5	-	-	-	51.5	100.0	51.4	50.0	52.5	40.0	57.5	51.9	45.5	51.7
5	-	-	-	5	-	5	1	4	-	1	2	2	-
1.5	-	-	-	1.5	-	1.5	3.1	1.4	-	1.2	1.9	2.3	-

NOTHING. IT INTER-
FERES WITH MY JOB
OR FAMILY LIFE/DE-
MANDS TOO MUCH OF
MY TIME

DONT KNOW

TABLE 012
LENGTH OF TIME RE-ENLISTED/PLAN TO RE-ENLIST
(BASE : HAVE RE-ENLISTED OR PLANS TO)

	** WILL/HAVE EXTENDED **				***** G R A D E *****										R E G I O N --- *			
	1 YR	OR	13	WILL NOT	NON-	E1-	E4-	E6-	NORTH		EAST		CENT		SOUTH		WEST	
	12	24	OVER	EX-	TECH	TECH	TECH	TECH	TECH	TECH	TECH	TECH	TECH	TECH	TECH	TECH	TECH	TECH
TOTAL	117	117	85	21	5	20	97	1	99	17	31	27	41	18	100.0	100.0	100.0	100.0
SAMP	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NU ANSWER	2	2	-	-	-	-	2	-	2	-	1	-	1	-	-	-	-	-
	1.7	1.7	-	-	-	-	2.1	-	2.0	-	3.2	-	2.4	-	-	-	-	-
1 YEAR	85	85	-	-	-	12	73	-	70	15	25	21	30	9	72.6	72.6	73.2	50.0
	17.9	17.9	-	-	-	60.0	75.3	-	70.7	88.2	80.6	77.6	73.2	50.0	-	-	-	-
13 MOS - 2 YRS	21	21	-	-	-	5	16	-	21	-	4	5	6	6	17.9	17.9	14.6	33.3
	5.1	5.1	-	-	-	25.0	16.5	-	21.2	-	12.9	18.5	14.6	33.3	-	-	-	-
25 MOS - 3 YRS	6	6	-	-	-	1	5	1	3	2	-	1	3	2	6	5.1	3	2
	1.7	1.7	-	-	-	5.0	5.2	100.0	3.0	11.8	-	3.7	7.3	11.1	-	-	-	-
37 MOS - 4 YRS	2	2	-	-	-	1	1	-	2	-	1	-	1	-	-	-	-	-
	1.7	1.7	-	-	-	5.0	1.0	-	2.0	-	3.2	-	2.4	-	-	-	-	-
61 MOS - 6 YRS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
49 MOS - 5 YRS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
OVER 6 YEARS	1	1	-	-	-	1	-	-	1	-	-	-	-	1	-	-	1	-
	0.9	0.9	-	-	-	5.0	-	-	1.0	-	-	-	-	5.6	-	-	5.6	-

TABLE 013
REASONS FOR DECIDING TO EXTEND ENLISTMENT
(BASE : HAVE RE-ENLISTED OR PLANS TO)

WILL NOT HAVE EXTENDED --														WILL NOT HAVE EXTENDED --														WILL NOT HAVE EXTENDED --																																																							
1 YR OR 12 MOS														13 TO 24 MOS														1 YR OR 12 MOS														13 TO 24 MOS														1 YR OR 12 MOS														13 TO 24 MOS													
TOTAL														TOTAL														TOTAL														TOTAL														TOTAL														TOTAL													
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TABLE 013 (CONTINUED)
REASONS FOR DECIDING TO EXTEND ENLISTMENT
(BASE : HAVE RE-ENLISTED OR PLANS TO)

REASON	WILL/HAVE EXTENDED --				WILL NOT		GRADE - ----- R E G I O N ---					
	1 YR	OR	2 YRS	3 YRS	4 YRS	5 YRS	NON-TECH	E1-E3	E4-E5	E6-E9	NORTH CENT	SOUTH WEST
TOTAL	2	2	2	-	-	-	2	-	2	-	-	2
SAMP	1.7	1.7	2.4	-	-	-	2.1	-	2.0	-	-	4.9
WORTHWHILE ORGANIZATION FOR OUR DEFENSE SYSTEM												
LIKE SPECIFIC JOB	12	12	11	1	-	-	11	-	11	1	2	3
	10.3	10.3	12.9	4.8	-	-	11.3	-	11.1	5.9	6.5	11.1
LIKE BEING INVOLVED IN EMERGENCIES/AVAILABLE FOR FLOODS/FIRES/WAR	3	3	2	-	1	-	3	1	1	1	-	2
	2.6	2.6	2.4	-	11.1	-	3.1	100.0	1.0	5.9	-	4.9
FEDERAL GOVERNMENT REQUIREMENT TO KEEP MY FULL TIME JOB	5	5	4	-	1	-	5	-	2	3	3	1
	4.3	4.3	4.7	-	11.1	-	25.0	-	2.0	17.6	9.7	3.7
ENJOY INTERESTING EXPERIENCE FIRING WEAPONS/TANK RIDES/HELICOPTER RIDES	2	2	1	1	-	-	1	-	2	-	1	-
	1.7	1.7	1.2	4.8	-	-	5.0	1.0	2.0	-	3.2	3.7
SERVICE TO MY COMMUNITY	2	2	2	-	-	-	2	-	2	-	-	1
	1.7	1.7	2.4	-	-	-	2.1	-	2.0	-	3.7	2.4
LEADERSHIP (NET)	21	21	15	4	1	-	3	18	19.2	11.8	12.9	25.9
	17.9	17.9	17.6	19.0	11.1	-	15.0	18.6	19.2	11.8	12.9	14.6
CHANCE TO IMPROVE MYSELF/BE A LEADER/LEARN NEW THINGS/GIVES ME A SENSE OF RESPONSIBILITY/FEELING OF ACCOMPLISHMENT	21	21	15	4	1	-	3	18	19.2	11.8	12.9	25.9
	17.9	17.9	17.6	19.0	11.1	-	15.0	18.6	19.2	11.8	12.9	14.6
MISCELLANEOUS												
ENJOYED/LIKE THE PEOPLE/MET NEW PEOPLE	44	44	33	6	4	-	5	39	36.4	47.1	35.5	48.1
	37.6	37.6	38.8	28.6	44.4	-	25.0	40.2	36.4	47.1	35.5	48.1
HELP MY COUNTRY OUT/ENJOY SENSE OF PATRIOTISM	2	2	1	1	-	-	1	1	1	1	2	-
	1.7	1.7	1.2	4.8	-	-	5.0	1.0	1.0	5.9	-	7.4

TABLE 6-3 (CONTINUED)
REASONS FOR DECIDING TO EXTEND ENLISTMENT
(BASE : HAVE RE-ENLISTED OR PLANS TO)

	-- WILL/HAVE EXTENDED --				WILL NOT HAVE NOT EX- TEND- DED	TECH	NON- TECH	--- G R A D E ---					R E G I O N ---				
	1 YR OR 12 MOS	2 YR OR 24 MOS	3 YR OR 36 MOS	4 YR OR 48 MOS				E1- E3	E4- E5	E6- E9	NORTH EAST	NORTH CENT	SOUTH CENT	SOUTH WEST	TOTAL SAMP	TOTAL SAMP	TOTAL SAMP
LINE TO GET AWAY FROM HOME/ GET AWAY FROM ROUTINE OF CIVILIAN JOB	4	4	4	4	-	-	-	-	3	1	1	1	2	-	4	4	4
	3.4	3.4	4.7	4.7	-	-	4.1	-	3.0	5.9	3.2	3.7	4.9	-	13.7	13.7	13.7
OTHER MISCELLANEOUS	16	16	10	5	1	-	13	-	15	1	3	3	9	1	13.7	13.7	13.7
	13.7	13.7	11.8	23.8	11.1	-	15.0	13.4	15.2	5.9	9.7	11.1	22.0	5.6	13.7	13.7	13.7
DONT KNOW	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 015
WHY WOULDN'T EXTEND ENLISTMENT
(CASE : WOULD NOT ENLIST IF MINIMUM EXTENSION WAS FOR 3 YEARS)

	** WILL/HAVE EXTENDED **				WILL NOT /HAVE NOT EX-	*** G R A D E - ***** R E G I O N ***									
	1 YR OR 12 MOS	13 MOS	14 MOS	15 MOS		NON- TECH	E1- E3	E4- E5	E6- E9	NORTH CENT	SOUTH	WEST			
TOTAL SAMP	57	57	50	7	-	2	55	50	7	17	13	21	6		
100.0	100.0	100.0	100.0	100.0	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0		
NO ANSWER	-	-	-	-	-	-	-	-	-	-	-	-	-		
IMPROVED BENEFITS (NET)	1	1	1	-	-	-	1	1	-	1	-	-	-		
1.8	1.8	2.0	-	-	-	-	1.8	2.0	-	5.9	-	-	-		
MORE BENEFITS/EDUCATION/ HOUSING FINANCE	1	1	1	-	-	-	1	1	-	1	-	-	-		
1.8	1.8	2.0	-	-	-	-	1.8	2.0	-	5.9	-	-	-		
TRAINING (NET)	51	51	44	7	-	1	50	45	6	15	12	18	6		
89.5	89.5	88.0	100.0	-	-	50.0	90.9	90.0	85.7	88.2	92.3	85.7	100.0		
CONFLICTS WITH CIVILIAN JOB	10	10	9	1	-	-	10	10	-	3	2	5	-		
17.5	17.5	18.0	14.3	-	-	-	18.2	20.0	-	17.6	15.4	23.8	-		
WOULDN'T WANT TO COMMIT MY- SELF FOR THAT LENGTH OF TIME	37	37	34	3	-	-	37	31	6	10	9	13	5		
64.9	64.9	68.0	42.9	-	-	-	67.3	62.0	85.7	58.8	69.2	61.9	83.3		
WOULD LIKE SUNDAYS OFF	2	2	-	2	-	-	2	2	-	-	1	-	1		
3.5	3.5	-	28.6	-	-	-	3.6	4.0	-	-	7.7	-	16.7		
INTERFERS WITH PRIVATE LIFE	2	2	2	-	-	1	1	2	-	1	1	-	-		
3.5	3.5	4.0	-	-	-	50.0	1.8	4.0	-	5.9	7.7	-	-		
USED TO HELP COMMUNITY, NOW WE DO NOTHING AT DRILL/WASTE OF TAX DOLLARS	1	1	1	-	-	-	1	1	-	1	-	-	-		
1.8	1.8	2.0	-	-	-	-	1.8	2.0	-	5.9	-	-	-		
DID IT TO COMPLETE MY CLASS/ WORK ANOTHER JOB	1	1	-	1	-	-	1	1	-	-	-	1	-		
1.8	1.8	-	14.3	-	-	-	1.8	2.0	-	-	-	4.8	-		
PROMOTION (NET)	2	2	2	-	-	-	2	2	-	-	1	1	-		
3.5	3.5	4.0	-	-	-	-	3.6	4.0	-	7.7	4.8	-	-		

TABLE 015 (CONTINUED)
WHY WOULDN'T EXTEND ENLISTMENT
(CASE : WOULD NOT ENLIST IF MINIMUM EXTENSION WAS FOR 3 YEARS)

	WILL/HAVE EXTENDED --				WILL NOT /HAVE NOT EX-		--- GRADE ---						* WEST
	1 YR	2 YR	3 YR	4 YR	TO OVER TWO YRS	DED	NON-TECH	E1-TECH	E4-E5	E6-E9	NORTH CENT	SOUTH	
TOTAL	1.8	1.8	2.0				1.8	1	2.0			1	-
SAMP TOTAL	1	1	1				1	-	1			1	-
WHITES ALWAYS GET PROMOTIONS DISCRIMINATION BETWEEN WHITE BLACK	1.8	1.8	2.0				1.8	-	2.0			4.8	-
DONT ADVANCE IN RANK FAST ENOUGH	1	1	1				1	-	1		1	-	-
LEADERSHIP (NET)	2	2	2				1	-	1		2	-	-
HOPE TO GET AHEAD/GET JOB AS OFFICER	1.8	1.8	2.0				1.8	-	1		1	-	-
CO'S THAT TEACH HISTORY ARE NOT KNOWLEDGEABLE	1	1	1				1	-	1		1	-	-
RECRUITMENT/RETENTION (NET)	3	3	3				3	-	3		-	3	-
WOULD LIKE A MONUS FOR REEN- LISTING THAT LENGTH OF TIME	1.8	1.8	2.0				1.8	-	2.0			4.8	-
1 YEAR IS ENOUGH TO SEE IF I CAN ACCOMPLISH IN THE GUARD	1	1	1				1	-	1			1	-
YOUR TREATED BETTER THE LESS TIME YOU HAVE LEFT ON YOUR ENLISTMENT	1.8	1.8	2.0				1.8	-	2.0			4.8	-

TABLE 016
ONE CHANGE TO IMPROVE NATIONAL GUARD

	** WILL/HAVE EXTENDED --				*** G R A D E - ***** P E G I O N --- *										WILL NOT HAVE	
	1 YR OR 12 MOS	13 TO 24 MOS	OVER 24 YRS	TEND- DEF	NON- TECH	E1- E3	E4- E5	E6- E9	NORTH EAST	CENT SOUTH	WEST	1 YR OR 12 MOS	13 TO 24 MOS	OVER 24 YRS	TEND- DEF	WILL NOT HAVE
TOTAL	451	117	85	21	9	334	21	430	33	381	37	111	133	129	78	100.0
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NO ANSWER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
IMPROVED PAY (NET)	11	3	1	1	1	8	1	10	-	9	2	2	2	5	2	2.4
2.4	2.6	1.2	4.8	11.1	2.4	4.8	2.3	5.4	1.8	1.5	3.9	2.6	2.6	2.6	2.6	2.6
BETTER PAY/REENLISTMENT BONUS/CASH INCENTIVES	11	3	1	1	1	8	1	10	-	9	2	2	2	5	2	2.4
2.4	2.6	1.2	4.8	11.1	2.4	4.8	2.3	5.4	1.8	1.5	3.9	2.6	2.6	2.6	2.6	2.6
IMPROVED BENEFITS (NET)	43	16	13	2	-	27	3	40	1	34	8	13	7	13	10	9.5
9.5	13.7	15.3	9.5	8.1	14.3	9.3	3.0	8.9	21.6	11.7	5.3	10.1	12.8	12.8	12.8	12.8
BETTER BENEFIT PROGRAM/EAR- LIER RETIREMENT/HEALTH INS/ EDUCATION BENEFITS	35	12	10	2	-	23	2	33	1	28	6	11	7	8	9	7.8
7.8	10.3	11.8	9.5	6.9	9.5	7.7	3.0	7.3	16.2	9.9	5.3	6.2	11.5	11.5	11.5	11.5
BETTER BENEFIT PROGRAMS FOR DEPENDENTS	1	1	1	-	-	-	1	-	-	-	1	-	-	-	-	0.2
0.2	0.9	1.2	-	-	-	4.8	-	-	2.7	-	0.8	-	-	-	-	0.2
FREE STATE LICENSE/DRIVING/ HUNTING/FISHING/ETC/AUTO REGISTRATION	5	4	3	-	-	1	1	4	-	4	1	2	-	3	-	1.1
1.1	3.4	3.5	-	0.3	4.8	0.9	-	1.0	2.7	1.8	-	2.3	-	2.3	-	1.1
MORE/BETTER PX BENEFITS	7	3	3	-	-	4	2	5	-	5	2	2	1	3	1	1.6
1.6	2.6	3.5	-	1.2	9.5	1.2	-	1.3	5.4	1.8	0.8	2.3	1.3	1.3	1.3	1.3
IMPROVED FACILITIES/EQUIPMENT (NET)	6	2	2	-	-	4	-	6	1	4	1	-	3	1	2	1.3
1.3	1.7	2.4	-	1.2	-	1.2	-	1.4	3.0	1.0	2.7	-	2.3	0.8	2.6	1.3
BETTER LIVING FACILITIES/ MESS HALL FACILITIES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 016 (CONTINUED)
ONE CHANGE TO IMPROVE NATIONAL GUARD

	WILL/HAVE EXTENDED --				WILL NOT HAVE		----- R E G I O N -----									
	1 YR OR 12 MOS	2 YRS	3 YRS	4 YRS	13 MOS	24 MOS	NON-TECH	E1-TECH	E3	E4-E5	E6-NORTH	E7-EAST	E8-CENT	E9-SOUTH	WEST	
MORE OR BETTER EQUIPMENT/ MORE MODERN AIRCRAFT/WEAPONS ETC.																
	4	2	2	-	-	2	0.6	-	4	0.9	2.7	1	-	1	1	2
	0.9	1.7	2.4											0.8	0.8	2.6
IMPROVED OR EXPAND TRAINING FACILITIES/NEWER/MORE MOD- ERN, SPACIOUS BLDGS/MORE TRAINING AREAS																
	2	-	-	-	-	2	0.6	-	2	0.5	-	-	-	2	-	-
	0.4													1.5		
IMPROVED TRAINING (NET)	184	38	30	5	3	146	43.7	179	5	13	159	12	51	53	44	36
	40.8	32.5	35.3	23.8	33.3	43.7	41.6	41.6	23.8	39.4	41.7	32.4	45.9	39.8	34.1	46.2
BETTER ORGANIZATION/COORDIN- ATION AMONG UNITS																
	19	4	4	-	-	15	4.5	18	1	15	3	5	4	3	3	7
	4.2	3.4	4.7					4.2	4.8	3.9	8.1	4.5	3.0	2.3	2.3	9.0
GIVE MEN CHOICE OF MOS/ALLOW THEM TO STAY IN JOBS THEY ARE TRAINED FOR																
	13	2	2	-	-	11	3.3	13	-	12	-	3	1	6	3	3
	2.9	1.7	2.4					3.0	-	3.1	-	2.7	0.8	4.7	3.8	
OFFER IMPROVED OR MORE JOBS TRAINING																
	13	5	4	-	1	8	2.4	13	-	12	-	3	4	3	3	3
	2.9	4.3	4.7		11.1			3.0	-	3.1	-	2.7	3.0	2.3	3.8	
MORE EMPHASIS ON COMBAT TRAINING/OVERSEAS TRAINING																
	5	1	1	-	-	4	1.2	5	-	5	-	3	-	1	1	1
	1.1	0.9	1.2					1.2	-	1.3	-	2.7	-	0.8	1.3	
BETTER, MORE USEFUL TRAINING PROGRAMS/MORE EXTENSIVE TRAINING (UNSPEC)																
	10	5	2	1	2	5	1.5	8	2	8	2	-	7	1	2	2
	2.2	4.3	2.4	4.8	22.2	1.5	9.5	1.9	-	2.1	5.4	-	5.3	0.8	2.6	
BETTER UTILIZATION OF TIME/ LESS WAITING AROUND AT DRILL LESS REPETITIVE ROUTINE																
	47	8	8	-	-	39	11.7	46	1	40	5	13	7	17	10	10
	10.4	6.8	9.4					10.7	4.8	10.5	13.5	11.7	5.3	13.2	12.8	
MORE COMMUNITY INVOLVEMENT/ PARTICIPATION IN CIVIC FUNCTION OR PROJECTS																
	53	11	8	3	-	42	12.6	52	1	45	1	23	11	8	11	11
	11.8	9.4	9.4	14.3				12.1	4.8	11.8	2.7	20.7	8.3	6.2	14.1	

TABLE (CONTINUED)
ONE CHANGE TO IMPROVE NATIONAL GUARD

[illegible]

TABLE 016 (CONTINUED)
ONE CHANGE TO IMPROVE NATIONAL GUARD

	WILL/HAVE EXTENDED --				WILL NOT HAVE EXTENDED --				--- G R A D E ---										R E G I O N ---			
	1 YR	2 YR	3 YR	4 YR	5 YR	6 YR	7 YR	8 YR	9 YR	10 YR	11 YR	12 YR	13 YR	14 YR	15 YR	16 YR	17 YR	18 YR	19 YR	20 YR	21 YR	22 YR
IMPROVE COMMUNICATION/STAR- LISH BETTER RELATIONSHIP BE- TWEEN ENLISTED MEN AND OFFICERS	29 6.4	6 5.1	5 5.9	1 4.8	-	23 6.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
BETTER/FATHER/EQUAL TREAT- MENT OF MEN (GENERAL STATE- MENT)	4 0.9	-	-	-	-	4 1.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROMOTE BETTER RELATIONSHIP/ MORE COOPERATION BETWEEN FULL TIME MEN AND WEEKENDERS	1 0.2	-	-	-	-	1 0.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECRUITMENT/RETENTION (NET)	11 2.4	2 1.7	1 1.2	1 4.8	-	9 2.7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
BETTER RECRUITING PROGRAM/ OFFER SOMETHING TO REALLY INTEREST NEW RECRUITS	2 0.4	-	-	-	-	2 0.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MORE EMPHASIS ON REENLIST- MENT/KEEP EXPERIENCED MEN	2 0.4	2 1.7	1 1.2	1 4.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERMIT SHORTER ENLISTMENT PERIOD	7 1.6	-	-	-	-	7 2.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS OFFER MORE TRAVEL OPPORTUN- ITIES	2 0.4	1 0.9	1 1.2	-	-	1 0.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
OTHER MISCELLANEOUS	68 15.1	26 22.2	17 20.0	5 23.8	3 33.3	42 12.6	7 33.3	61 14.2	57 15.2	6 16.2	17 15.3	16 12.0	22 17.1	13 16.7	-	-	-	-	-	-	-	-
NONE	43 9.5	14 12.0	10 11.9	2 9.5	2 22.2	29 8.7	2 9.5	41 9.5	39 10.2	1 2.7	6 5.4	17 12.8	17 13.2	3 3.8	-	-	-	-	-	-	-	-
DONT KNOW	31 6.9	6 5.1	4 4.7	2 9.5	-	25 7.5	1 4.8	30 7.0	27 7.1	1 2.7	8 7.2	10 7.5	11 8.5	2 2.6	-	-	-	-	-	-	-	-

TABLE 017
RANK

** WILL/HAVE EXTENDED **										WILL NOT										*** GRADE - ***										R E G I O N ***																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
1 YR OR 12 MOS										13 TO 24 MOS										/HAVE NOT EX-TEND-DED										NUN-TECH										E1-E3										E4-E5										E6-E9										NORTH CENT SOUTH WEST																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
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TABLE 017 (CONTINUED)
RANK

-- WILL/HAVE EXTENDED --										*** G R A D E - ***										R E G I O N **			
13										NON-										E6- NORTH			
1 YR MOS 21 1 2 22.2 18.0 4.8 23.8 5 1 67 20.1 38.1 20.9 83 19.3 22.0 84 20 28 21 15										TECH 1 83 4.8 19.3 22.0 84 20 28 21 15										E9 EAST CENT SOUTH WEST			
TOTAL										TECH										E3			
SAMP										TECH										E3			
84 24 20.5 24.7 4.8 22.2 18.0 4.8 19.3 22.0 84 20 28 21 15										18.6 20.5 24.7 4.8 22.2 18.0 4.8 19.3 22.0 84 20 28 21 15										19.2			
98 31 26.5 27.1 23.8 11.1 20.1 38.1 20.9 25.7 98 20 28 33 17										21.7 26.5 27.1 23.8 11.1 20.1 38.1 20.9 25.7 98 20 28 33 17										21.8			
CORPORAL (E4)										CORPORAL (E4)										CORPORAL (E4)			
SPECIALIST 4 (E4)										SPECIALIST 4 (E4)										SPECIALIST 4 (E4)			
199 44 37.6 30.6 71.4 33.3 46.4 33.3 44.7 52.2 199 48 61 58 32										44.1 37.6 30.6 71.4 33.3 46.4 33.3 44.7 52.2 199 48 61 58 32										41.0			
PRIVATE FIRST CLASS (E3)										PRIVATE FIRST CLASS (E3)										PRIVATE FIRST CLASS (E3)			
24 1 5.3 0.9										24 1 5.3 0.9										24 1 5.3 0.9			
PRIVATE (PV2) (E2)										PRIVATE (PV2) (E2)										PRIVATE (PV2) (E2)			
9 2.0										9 2.0										9 2.0			
PRIVATE (PV1) (E1)										PRIVATE (PV1) (E1)										PRIVATE (PV1) (E1)			

TABLE 018
STATE

	** WILL/HAVE EXTENDED **										*** GRADE - ***** REG J UN ***									
	1 YR					OR TO OVER					NUN-					E6-				
	TOTAL	SAMP	TOTAL	MUS	12	MUS	24	MUS	YRS	DED	IECH	TECH	E3	E4	E5	E6	NORTH	CENT	SOUTH	WEST
TOTAL	451	117	85	21	9	334	21	430	33	381	37	111	133	129	78	100.0	100.0	100.0	100.0	100.0
NU ANSWER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NORTHEAST	111	31	25	4	1	80	7	104	15	88	8	111	-	-	-	-	-	-	-	-
	24.6	26.5	29.4	19.0	11.1	24.0	35.3	24.2	45.5	23.1	21.6	100.0	-	-	-	-	-	-	-	-
SOUTH	129	41	30	6	4	88	7	122	8	112	9	-	-	-	-	-	-	-	-	-
	28.6	35.0	35.3	28.6	44.4	26.3	33.3	28.4	24.2	29.4	24.3	-	-	-	-	-	-	-	-	-
NORTH CENTRAL	133	27	21	5	1	106	4	129	5	117	11	-	-	-	-	-	-	-	-	-
	29.5	23.1	24.7	23.8	11.1	31.7	19.0	30.0	15.2	30.7	29.7	-	-	-	-	-	-	-	-	-
WEST	78	18	9	6	3	60	3	75	5	64	9	-	-	-	-	-	-	-	-	-
	17.3	15.4	10.6	28.6	33.3	18.0	14.3	17.4	15.2	16.8	24.3	-	-	-	-	-	-	-	-	-

TABLE 019
TECHNICIAN INDICATION

	** WILL/HAVE EXTENDED **				WILL NUT /HAVE		*** GRADE - ***** REGION ***									
	1 YR OR 12 MOS	2 OR 24 MOS	5 OR 60 MOS	10 OR 120 MOS	13 OR 156 MOS	NUT EX- TEND- DED	NON- TECH	E1- E3	E4- E5	E6- E9	NORTH CENT	NORTH EAST	SOUTH CENT	WEST		
TOTAL	451	117	85	21	9	334	21	430	33	381	37	111	133	129	78	
SAMP	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
NO ANSWER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TECHNICIAN	21	20	12	5	3	1	21	-	-	16	5	7	4	7	3	
	4.7	17.1	14.1	23.8	33.3	0.3	100.0	-	-	4.2	13.5	6.3	3.0	5.4	3.8	
OTHER FEDERAL GOVERNMENT EMPLOYEE (INCLUDES INDIVIDUALS LISTED IN PARA 2-1RA AND B, NGR 600-200)	6	2	2	-	-	4	-	6	-	4	2	1	2	1	2	
	1.3	1.7	2.4	-	-	1.2	-	1.4	-	1.0	5.4	0.9	1.5	0.8	2.6	
NOT A TECHNICIAN OR OTHER FEDERAL GOVERNMENT EMPLOYEE	423	94	70	16	6	329	-	423	33	360	30	102	127	121	73	
	93.8	80.3	82.4	76.2	66.7	98.5	-	98.4	100.0	94.5	81.1	91.9	95.5	93.8	93.6	
CITY/TOWN ELECTED OFFICIAL	1	1	1	-	-	-	-	1	-	1	-	1	-	-	-	
	0.2	0.9	1.2	-	-	-	-	0.2	-	0.3	-	0.9	-	-	-	
COUNTY/PARRISH ELECTED OFFICIAL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
STATE/COMMONWEALTH ELECTED OFFICIAL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

TABLE 020
EDUCATION

	** WILL/HAVE EXTENDED **				*** GRADE - ***** REGION ***									
	1 YR UR MOS	2 YR UR MOS	3 YR UR MOS	4 YR UR MOS	5 YR UR MOS	6 YR UR MOS	7 YR UR MOS	8 YR UR MOS	9 YR UR MOS	10 YR UR MOS	11 YR UR MOS	12 YR UR MOS	13 YR UR MOS	14 YR UR MOS
TOTAL	451	117	85	21	9	334	21	430	33	381	37	111	133	129
SAMP	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NO ANSWER	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GRAMMAR SCHOOL	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8TH OR 9TH GRADES	6	1	-	1	-	5	-	6	1	5	-	2	1	2
	1.3	0.9	-	4.8	-	1.5	-	1.4	3.0	1.3	-	1.8	0.8	1.6
2 YEARS HIGH SCHOOL	9	3	1	1	1	6	-	9	-	9	-	3	2	3
	2.0	2.6	1.2	4.8	11.1	1.8	-	2.1	-	2.4	-	2.7	1.5	2.3
3 YEARS SCHOOL, 4 IF INDIVIDUAL DID NOT GRADUATE	13	5	4	-	1	8	1	12	3	10	-	3	1	6
	2.9	4.3	4.7	-	11.1	2.4	4.8	2.8	9.1	2.6	-	2.7	0.8	4.7
HIGH SCHOOL GRADUATE OR GED	222	69	51	12	5	153	10	212	21	188	13	49	74	65
	49.2	59.0	60.0	57.1	55.6	45.8	47.6	49.3	63.6	49.3	35.1	44.1	55.6	50.4
1 YEAR COLLEGE	49	10	7	1	1	39	4	45	5	40	4	7	15	16
	10.9	8.5	8.2	4.8	11.1	11.7	19.0	10.5	15.2	10.5	10.8	6.3	11.3	12.4
2 YEARS COLLEGE	54	14	12	2	-	40	4	50	-	45	9	17	11	12
	12.0	12.0	14.1	9.5	-	12.0	19.0	11.6	-	11.8	24.3	15.3	8.3	9.3
3 OR 4 YEARS COLLEGE IF NO DEGREE RECEIVED	31	6	3	3	-	25	1	30	1	28	2	8	7	8
	6.9	5.1	3.5	14.3	-	7.5	4.8	7.0	3.0	7.3	5.4	7.2	5.3	6.2
COLLEGE GRADUATE UP A 3 OR MORE YEAR COURSE UP GED	60	7	6	1	-	53	1	59	1	51	8	19	19	16
	13.3	6.0	7.1	4.8	-	15.9	4.8	13.7	3.0	13.4	21.6	17.1	14.3	12.4
MASTERS DEGREE	5	2	1	-	1	3	-	5	-	4	1	2	2	1
	1.1	1.7	1.2	-	11.1	0.9	-	1.2	-	1.0	2.7	1.8	1.5	0.8
DOCTORATE DEGREE	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 020 (CONTINUED)
EDUCATION

		WILL NOT /HAVE NOT				GRADE - ----- M E G I U N -----													
		1 YR OR 12 MOS		13 MOS TO 24 MOS		OVER TWO YRS		EX-DED		NON-TECH		E1- E3		E4- E5		E6- E9		NORTH CENT SOUTH WEST	
TOTAL SAMP TOTAL																			
OTHER PROFESSIONAL DEGREE (POST GRADUATE ONLY)		2	-	-	-	-	-	2	0.6	-	2	1	1	1	1	1	1	-	-
		0.4	-	-	-	-	-	0.5		-	3.0	0.3	0.9	0.8					
GRADUATE WORK OF 1 YEAR OR MORE WITHOUT DEGREE		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 021
MARITAL STATUS

	WILL/HAVE EXTENDED --				WILL NOT /HAVE NOT				GRADE - ----- R E G I O N --- *									
	13				13													
	1 YR	OR	12	MUS	OR	12	MUS	OR	12	MUS	OR	12	MUS	OR	12	MUS	OR	12
TOTAL	117	85	21	9	334	21	430	33	381	37	111	133	129	78				
SAMP TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NO ANSWER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SINGLE	157	34	25	8	123	8	149	17	130	10	43	37	43	34				
	34.8	29.1	29.4	38.1	36.8	38.1	34.7	51.5	34.1	27.0	38.7	27.8	33.3	43.6				
MARRIED	294	83	60	13	211	13	261	16	251	27	68	96	66	44				
	65.2	70.9	70.6	61.9	63.2	61.9	65.3	48.5	65.9	73.0	61.3	72.2	66.7	56.4				

INTERVIEWER _____ DATE _____

MAIN CITY & STATE _____

(1-4)

NATIONAL GUARD

Card 01

RETENTION STUDY

(5,6)

Hello, I'm (YOUR NAME) from Custom Research, Inc. Are you/may I speak with (NAME)?

IF UNAVAILABLE SAY: We are conducting a nationwide study for the National Guard Bureau with members of the National Guard to determine their attitudes toward service in the National Guard. We would like to speak with (NAME). When may I telephone him? RECORD CALLBACK: _____

(DATE)

(TIME)

IF AVAILABLE SAY: As I said before, I'm from Custom Research Inc, an opinion research firm. We are conducting a nationwide study for the National Guard Bureau with members of the National Guard to determine their attitudes toward service in the National Guard. Guard members who have an ETS, expiration of term of service, in November, 1976 are being contacted. Your answers will remain strictly confidential, and your participation is voluntary.

1. Are you currently in the National Guard?

YES 1 - SKIP TO Q. 3-A

(7)

NO. 2 - CONTINUE

2. Were you recently a member of the National Guard?

YES 1

(8)

NO. 2 - DISCONTINUE. TALLY AT
2-A ON CONTACT SHEET.

3-A. Is your ETS, expiration of term of service, in November, 1976?

YES 1 - SKIP TO Q. 4-A

(9)

NO. 2 - CONTINUE

B. When is your ETS? RECORD BELOW.

(10)

(11,12)

(MONTH)

(YEAR)

4-A. Have you recently re-enlisted or extended your enlistment in the National Guard?

YES 1 - SKIP TO Q. 5 (13)
NO. 2 - CONTINUE.

B. Do you plan to extend your enlistment before or at the time of your ETS?

YES 1
NO. 2 (14)
DON'T KNOW/REFUSED. 3

5-A. Have you been counseled or asked to extend your enlistment in the National Guard by a person in your unit responsible for recruiting or retention?

YES 1- CONTINUE
NO. 2 } (15)
DON'T KNOW/REFUSED. 3 } SKIP TO Q. 6-A.

B. When were you counseled or asked to extend your enlistment?

DO NOT
READ
LIST

WITHIN PAST MONTH 1
ONE MONTH AGO 2
TWO MONTHS AGO. 3 (16)
THREE MONTHS AGO. 4
FOUR OR MORE MONTHS AGO 5

6-A. Have you received any information in the mail concerning re-enlistment or extension during the past three months?

YES 1 - SKIP TO Q. 7-A.
NO. 2 - CONTINUE (17)
DON'T KNOW/REFUSED. 3 - SKIP TO Q. 7-A.

B. Have you received any information in the mail concerning re-enlistment or extension during the last six months?

YES 1 (18)
NO. 2

7-A. REFER TO Q.4. IF "NO" CONTINUE. IF "YES" SKIP TO Q. 8-A.

B. What would it take to keep you in the unit? PROBE AND CLARIFY FULLY.

(19) _____
(20) _____
(21) _____
(22) _____
(23) _____
(24) _____

C. SKIP TO Q.9

8-A. How long did you or do you plan to extend for? RECORD BELOW, YEARS,
MONTHS, OR BOTH. (25,26) (27,28)

(YEARS)

(MONTHS)

B. What were your reasons for deciding to extend your enlistment? PROBE
AND CLARIFY FULLY.

(29) _____
(30) _____
(31) _____
(32) _____
(33) _____
(34) _____

C. REFER TO Q. 8-A. IF ANSWERS TWO YEARS OR LESS ASK: If the minimum extension
was for three years would you have extended your enlistment?

YES 1 - SKIP TO Q.9

NO. 2 - CONTINUE

(35)

D. Why wouldn't you extend? PROBE AND CLARIFY FULLY.

(36) _____

(37) _____

(38) _____

(39) _____

(40) _____

(41) _____

9. If you could recommend one change to improve the National Guard, what change would you recommend? PROBE AND CLARIFY FULLY.

(42) _____

(43) _____

(44) _____

(45) _____

(46) _____

(47) _____

10-A. VERIFY NAME AND PHONE AND PLACE STICKER BELOW.

B. TALLY AT 4 ON CONTACT SHEET.